

LABOR N.C.

For all NCDOL Employees
January 2020

From the Commissioner

The generosity and giving spirit of our employees never ceases to amaze me during the Christmas season. The level of support demonstrated for our two initiatives to ensure others have a merry Christmas embodies the true meaning of Christmas and makes me so incredibly proud to be part of this organization and the programs we support.

As you may have already read in the message from Lee Peacock, this year's Toys for Tots drive was the overall best year ever for toy collections and monetary donations. The number of toys lining the halls of the second floor of the Labor Building during the Christmas Open House was overwhelming and heart-warming.

It is hard to believe that over the past 21 years, more than 15,000 toys and more than \$12,600 in monetary donations have been collected by our generous department captains, employees and partners. Knowing that our collective efforts have generated thousands of smiles over the years is humbling and gratifying. What an amazing accomplishment by an amazing group of individuals.

The other initiative that honors those serving our country is a program initially spearheaded by Anne Weaver in PSIM back in 2006 while one of her sons was serving a year-long assignment in Iraq. At that time, Anne shared with a colleague her plans to send her son a care package since he would not be home for Christmas. During that conversation, they realized that other colleagues had family members serving our country and would not be home for Christmas and wanted to send care packages to all of them. As a result of that conversation, Honoring Military Family Members in Active Military Service began.

While Anne's son no longer serves in the Navy, she has continued to spearhead this initiative on behalf of our military families to show our appreciation for the sacrifices they make so that we can enjoy our freedoms and our Christmases at home. This year one of the care packages went to our very own Jermaine Dennis, who is currently serving overseas. I can't think of a better way to show our gratitude for the sacrifices they make.

Now, before we all head in different directions for the Christmas break, I want to wish each of you a very Merry Christmas with your family and loved ones. I hope you find time to rest and rejuvenate and come back ready to start a new year.



Employee News

- Congratulations to Cristina Almonte-Martinez, Lynn Stephenson, Doreen Makaya, OSH East; Kristi Bryson, OSH West; Johana Ramirez, ASH for receiving the OSH Construction Safety Specialist designation.
- Congratulations to Jiles Manning, Consultative Services, for receiving the Certified Safety Professional certification.
- Congratulations to Jennifer Haigwood, Commissioner's Office, on being named the chair of the N.C. Human Trafficking Commission.

New Hires

- Antoine Pope, Financial Services, accounting technician I, Raleigh
- Jordan Hines, OSH West, administrative associate II, Charlotte
- Anna Lyn Apodaca, ETTA, administrative specialist I, Raleigh

Separations

- Deneen Clarke, Wage and Hour, investigator I, Charlotte
- Amelia Pearson, OSH East, OSHA industrial hygienist II, Raleigh
- Jamie Frame, OSH East, OSHA safety officer I, Raleigh

Wreaths Across America



Photo courtesy of Kristi Bryson



Photo courtesy of Kristi Bryson

The Winston-Salem office volunteers to lay wreaths on the veteran graves through the Wreaths Across America program. (L–R): Mike Saye, Nancy Hall, Lisa Rayborn, OSH West; Tim Luttrell, family friend.

Inside NC Labor—Episode 27



NCDOL photo library

Be sure to check out NCDOL's podcast, *Inside NC Labor*. Episode 27 features special guest Felicia Gore Hoover, general counsel for the N.C. Occupational Safety and Health Review Commission.

Upcoming Birthdays

1-2 Gregory Greene	1-16 J.J. Bulluck	1-24 Melissa Bowman
1-4 Rose Morgan	1-16 Jermaine Dennis	1-24 Robert O'Neal
1-6 Elnora Russell-Fields	1-16 Kevin Higham	1-25 Dee Bryant
1-7 Kirby Atwood	1-19 Kristi Bryson	1-25 Karissa Sluss
1-12 Amanda Carroll	1-21 Paul Sullivan	1-26 Lori Burns
1-12 Gerald Miller	1-22 Anitra Nalls	1-26 George Calvery
1-14 Danny Mattfield	1-23 Crystal Moss	1-27 Leighton Dowdle
1-15 Brandon Carter	1-23 Dawn Sears	1-31 Michelle Schmitt
1-15 Carlene Harris	1-23 Don Chapman	1-31 Francisco Rodriguez

HUMAN RESOURCES

NEWS FLASH

Get Ready for Your 2019 2020 Interim Review

By TERRI R. HARRIS, EMPLOYEE RELATIONS/EEO OFFICER

The 2019-2020 Interim Review will begin on Jan. 13, 2020, and conclude on Feb. 26, 2020. The interim review gives you the opportunity to discuss and showcase your achievements on your goals and core values up to the half-way point of the performance cycle. This is also a good time for the employee and supervisor to discuss what additional support or resources are needed to promote continued success through evaluation time.

It is encouraged that progress update meetings occur more often than just at the sixth month mark and evaluation time, but frequent enough to build a culture that values frequent feedback, so that we know what we're doing well, where we need to improve, and how we need to improve. This also allows for the supervisor to better assess, guide and prioritize based on timely performance data. Having frequent and planned informal one-on-one discussions, as well as using the NCVIP tool to track and document ongoing performance progress will ensure everyone is on the same page and head off issues before they become problems.

If you haven't already, gather your performance information since the start of the performance cycle and update your goal progress on your work plan and it's never too early to start planning for your interim review meeting.

Happy 2020!

Holiday Celebrations



Financial Services holds a holiday luncheon with a special guest in attendance, Commissioner Berry, Tuesday, Dec. 12, 2019.

OSH District IV in Charlotte gather with Commissioner Berry during a holiday celebration Tuesday, Dec. 17, 2019.



What's New @ Your Library

BY NICK VINCELLI, LIBRARIAN



New Print Titles

- *Backhoe/Loader Safety Manual* (TJ 1355 .B33 2018) American Equipment Manufacturers, 2018.
- *CHST Exam Study Workbook* (TH 443 .C67 2019) Clicksafety/SPAN, 2019.
- *CIT Exam Study Workbook* (T 55.2 .S69 2019) Clicksafety/SPAN, 2019.
- *Compliance Assistance Toolkits...* (KF 3302 .C6...) USDOL-WHD, 2018.
- *Guide to Formwork Concrete* (ACI 347R—2014) American Concrete Institute, 2014.
- *Guide for Inspection of Elevators, Escalators, and Moving Walks* (ASME A17.2-2017) American Society of Mechanical Engineers, 2017.
- *Hazardous Materials Code* (NFPA 400—2019) National Fire Protection Association, 2019.
- *National Board Inspection Code, 2017 ed.* (TJ 298 .N37 2017) National Board of Boiler and Pressure Vessel Inspectors, 2017. Donated by Don Kinney, Boiler.
- *Occupational Environment: Its Evaluation, Control and Management, 3rd edition* (RC 967 .O23 2011) American Industrial Hygiene Association, 2011.
- *Off-highway Dump Truck Safety Manual* (TL 230.5 .D86 O34 2017) American Equipment Manufacturers, 2018.
- *Portable Automotive Service Equipment* (ASME PASE—2019) American Society of Mechanical Engineers, 2019.
- *Preventing Cold-related Illness, Injury, and Death Among Workers* (NIOSH 2019-113) CDC-NIOSH, 2019.
- *Rules for Commissioned Inspectors* (NBBI NB-263 (RCI-1)-2017) National Board of Boiler and Pressure Vessel Inspectors, 2017. Donated by Don Kinney, Boiler.
- *Safety Requirements For Lanyards And Positioning Lanyards* (ANSI/ASSP Z359.3—2019) American Society of Safety Professionals, 2019.
- *Standard Specifications for Personal Climbing Equipment* (ASTM F887-18) ASTM International, 2018.

New Periodicals

- *Bulletin* (Fall 2019) National Board of Boiler and Pressure Vessel Inspectors, 2019.
- *Professional Safety* (Nov. 2019) American Society of Safety Professionals, 2019. Donated by Phil Hooper, Standards and Inspections Admin.
- *Safety+Health* (Dec. 2019) National Safety Council, 2019. Donated by Wanda Lagoe, ETTA.

Online Resources

- ***Cold Stress*** NIOSH webpage with links to various resources on this topic.
- ***FLSA Compliance Assistance Toolkit*** USDOL-WHD webpage.
- ***International Operating Engineer*** (Summer 2015-Summer 2019) IUOE Magazine.

- **Know the Facts: Occupational Asthma** Article in Dec. 2019 issue of NSC's Safety+Health magazine.
- **Opioids at Work Employer Toolkit** National Safety Council webpage.
- **Safety + Health** (Dec. 2019) National Safety Council magazine.
- **Stay Safe During & After a Winter Storm** CDC webpage.
- **Winter Weather Preparedness** OSHA webpage.

Toys for Tots Selfie Contest Winners



1st Place: Rudolph the Red-Nosed Wage and Hour Reindeer - Wage and Hour



I wonder which list Art Britt is on this year?

2nd Place: I Wonder Which List Art Britt is on this Year? - Financial Services



Noooooo!.... Those are for the children!

3rd Place: NOOOO!... Those are for the Children! - Financial Services

2020 Holiday Schedule

Holiday	Observance Date	Day of Week
New Year's Day	Jan. 1	Wednesday
MLK Jr. Birthday	Jan. 20	Monday
Good Friday	April 10	Friday
Memorial Day	May 25	Monday
Independence Day	July 3	Friday
Labor Day	Sept. 7	Monday
Veterans Day	Nov. 11	Wednesday
Thanksgiving	Nov. 26 & 27	Thursday & Friday
Christmas	Dec. 24, 25 & 28	Thursday, Friday & Monday